



Question: *What will the practical for the engineering test consist of and which truck will be used?*

Answer: *The practical skills portion of the engineer test consist of 3 separate stations: fire ground pumping, DOT truck check and the road and low speed coarse driving. Historically, a different truck is used for each test station and any engine could be used in any given station. The availability of front line and reserve apparatus is a factor in choosing which units will be utilized. In the past, we have always used the E-ONE for the pumping practical, but that will not always be the case for future tests. Any of our fire apparatus (including brush trucks, tenders and support trucks) may be utilized in the various testing stations.*

*The DOT truck check is straight forward. It consists of performing a truck check by DOT standards. The driving practical consists of maneuvering over the road and through a low speed coarse at the bus barn. The pumping practical is a fire ground simulation where the evaluators give instruction to the candidate as the I.C. would on the fire ground. The candidate then performs the required tasks to get the I.C. what was asked for. For example: "Command wants a grounded master stream @ 600 gpm deployed." The candidate would attempt to supply the master stream appliance in its pre-configured (or ready to configure) form and should inform command if other lines need to be shut down due to limited water supply issues. The evaluators may ask questions about available reserve fire flow or other matters relevant to fire ground pumping. Verbal communication from the candidate should be limited to answering questions from the evaluators or reporting to command as you normally would over the radio. Points can be accumulated or deducted based on how quickly and correctly fire flows are established, safe operation of the apparatus and awareness of water supply availability.*

*Battalion Chief Slingluff*

Question: *Is administration able to send paycheck stubs home via the mail, rather than keeping them to be picked up? Maybe waiting until there are multiple check stubs (2-3) and then sending them? Possibly creating a form to allow employees to choose to have them sent home via the mail or to be picked up.*

Answer: *Yes, just stop by the Administrative building and fill out a form to authorize accounting to mail your check stub.*

*Deputy Chief Zanella*

Question: *At the last board meeting, the board was presented with several policy changes. When I asked a policy committee member about them, I was told that the policy committee no longer existed. What policies were changed and what happened to the policy committee?*

Answer: *The governing board met on September 21, 2005 during which time they reviewed, discussed and amended various policies and directives. The changes fall into three categories: personnel policies, financial management policies, and governing board directives.*

*The organization's personnel policies, for which a committee is established based upon Personnel Policy 100.05 met at various times during the past fiscal year and made policy change recommendations. The recommendations, along with changes in federal employment law (FLSA, FMLA etc.) were the basis for the changes to personnel policy authorized by the governing board at September 21, 2005 meeting. Members will be provided notice of the various changes. The committee still exists as defined in policy and meets annually or as necessary to review personnel policy.*

*Various financial management and administrative policies were reviewed and amended including the procurement policy and public records policy. The procurement policy was amended to facilitate expediency and fiduciary oversight at the recommendation of administrative staff. The public records policy was amended to reflect changes in State law concerning public records management.*

*The governing board sets organizational policy from time-to-time through the use of directives. Battalion Chief Scott Slingsluff coordinated a project during the past year to update these directives. The affected directives will be updated with the September 21, 2005 governing board authorized changes. Members will be provided notice of the various changes.*

*Fire Chief Flynn*

Question: *I was just reviewing the new public safety employee seniority list and noticed that several people moved up the list apparently based on their hire dates as non public safety employees. It was my understanding that the list was based on the fire service tradition of ranking members by their time as a full time firefighter (i.e. public safety). How did this decision come about and how is it that almost no members, including our labor representatives, know about this change?*

Answer: *The public safety seniority list was recently changed at my direction to reflect years of full-time employment with the organization. The organization has in the past maintained two separate seniority lists based solely upon the retirement system the respective member participated*

*within, either PSPRS or ASRS. This was the only reason two separate lists have been maintained. After additional consideration, I have directed that both of these lists be combined into a single organizational seniority list. You will see this change within the next several weeks.*

*I have been a member of the fire service for 27 years and I don't recall a "tradition" in which members are "ranked" to discern their respective full-time firefighter status. The seniority list is not a "ranking" of employees. It denotes full-time employment in service to our community and organization. And no matter what positions an employee has held in the past, they should be recognized for that service. This is one organization, in which every member has an important role to fulfill. No one employee or classification of employee is more or less important than another.*

*Regarding prior notice and or consultation with members or labor representatives; there are many issues I discuss with the union trustees and other members of the organization prior to making a decision. There are also many I don't. In a decision which ensures all members are equitably recognized, prior consultation was unwarranted.*

*Fire Chief Flynn*